

## **Norway Transparency Act Statement**

**Norway's Transparency Act, or Åpenhetsloven in Norwegian**, (the "Act") went into effect on July 1, 2022. The Act requires covered companies to carry out due diligence activities within their supply chains to ensure that they are operating in a responsible manner, respecting both human rights and decent working conditions. Pursuant to Section 5 of the Act, this report is intended to provide information about the efforts CooperVision Nordic AB has taken to address human rights and working conditions in its operations and supply chain.

**The Cooper Companies, Inc.** together with its subsidiaries, CooperVision, Inc. and CooperSurgical, Inc., (collectively "Cooper") is committed to supporting human rights globally within our own organization and within its external supply base. Cooper expects its suppliers to comply with all applicable regulations and laws.

**CooperVision Nordic AB** is a subsidiary of CooperVision, Inc. The company's registered office is in Mölndal, Sweden. It trades in contact lenses and related products in Sweden, Norway, Denmark, Finland, and Iceland.

### *1. General Description of the Business:*

#### **Company Structure and Supply Chain**

The Cooper Companies, Inc. ("TCC") is a global medical device company, listed on the Nasdaq Stock Exchange. TCC is headquartered in San Ramon, California USA, with over 15,000 employees worldwide and products sold in over 130 countries. TCC subsidiaries include CooperVision (CVI). CVI manufactures products at Cooper's own facilities and through external partners and distributes contact lenses.

#### **Our Policies**

The following policies are relevant to monitoring and impacting fundamental human rights and decent working conditions occurring within our business or its supply chains:

- this Statement;
- CooperVision Supplier Code of Conduct;
- Cooper's Code of Conduct (especially the sections "Promoting Human Rights", "Interacting Appropriately", "Making Good Decisions", "Who must follow the Code?" and "What if the Code is violated?"); and
- Cooper's other policies and standards referenced in policies above. (collectively the "Cooper Policies")

#### **Supplier Agreements, Supplier Code of Conduct**

In its supply agreements, contracts, purchase orders and other arrangements (collectively the "Supplier Agreements") with its direct suppliers, Cooper includes provisions requiring such direct suppliers to comply with applicable laws and regulations, including as relates to the products or materials being supplied. Furthermore, the CooperVision Supplier Code of Conduct mandates that suppliers provide a safe, clean and healthy work environment; shall not participate in human trafficking; use any indentured or forced

labour, slavery or servitude or purchase materials or services from companies using forced, involuntary or slave labour.

### **Training and Accountability**

Cooper provides compliance training to its employees from time to time and as necessary.

Cooper's Code of Conduct calls for employees to promote human rights through the way Cooper conducts business. The Code of Conduct also includes its statement in opposition to modern slavery and is applicable worldwide across all divisions, subsidiaries and affiliated companies and it is to be followed by all employees. Online training has been implemented and has been conducted for key employees in the previous financial year and will be carried out again for key employees in the new financial year. Employees who violate the Code of Conduct, as well as policies or the law, may face disciplinary action, including dismissal. All employees are required to certify on an annual basis that they have received, read, and been trained on the Code of Conduct.

#### *2. Risk Findings*

### **Due Diligence, Audits, Risk Assessment and Management**

As part of our initiative to identify, assess, and mitigate human rights risks:

- i. Cooper uses a risk-based assessment process for evaluating and selecting its key direct material and primary packaging suppliers, based on the location of the producers and any compliance statements that they make, to verify that such suppliers do not pose any significant/actionable risk from a pro-human rights and anti-slavery perspective.
- ii. Cooper expects all its suppliers to abide by all applicable laws and regulations and maintain the highest ethical standards and decent working conditions.

### **Actual Negative Consequences**

To date, we have not found any human rights concerns or violations through our monitoring efforts.

### **Risk of Negative Consequences**

Through our due diligence efforts, we have identified areas of potential risk within our supply chain. Our exposure risk is greater in segments of our supply chain where visibility is either limited or non-existent.

### 3. *Continued Efforts*

#### **Measuring Effectiveness**

We monitor any instances of non-compliance with the provisions in the Supplier Agreements and the Cooper Policies to measure how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains.

Should there be any instances of non-compliance with our agreements and company standards regarding human rights, slavery, and trafficking, we would tailor appropriate remedial action on a case-by-case basis.

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Cooper continues to assess and evaluate its supply chain's responsible sourcing practices as part of its longstanding commitment to human rights. We strive to enforce best practices in our supply chain and within the entirety of our organization.

*This statement is made pursuant to Section 5 of the Norwegian Transparency Act for the financial year ending 2023. It has been approved by the CooperVision Nordic AB Board.*

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DIRECTOR

Date: 26 June 2024